

**Agency Diversity Plan for Fiscal Years
July 1, 2007 - June 30, 2009**

Agency: Dept. of Public Health

Secretariat/Department: EOHHS

Human Resource Director: Lana Jerome

Phone: 617/348-5846

Diversity Officer: Dennis Johnson

Phone: 617/348-8424

Agency Head: John Auerbach

Agency's Diversity Vision:

Support the success of health care reform, eliminate racial and ethnic health disparities, promote wellness, manage chronic disease, build public health capacity at local and state levels and maintain a commitment to core public health activities

Agency Mission:

To serve all the people in the Commonwealth, particularly the under served, and to promote healthy people, healthy families, healthy communities and healthy environments through compassionate care, education and prevention. Your health is our concern.

Agency Diversity Goals:

Advance the objectives of the MDPH by facilitating an inclusive work environment which: embraces the diversity of its staff and programs; encourages an atmosphere of mutual respect; and enhances awareness of issues related to health equity.

Goal #1: Provide an annual Diversity Report of activities and recommendations to the Commissioner.

Strategy: Design and implement events, informational sessions, and trainings that promote acceptance and improve staff understanding of cultural characteristics and differences. Educate staff on the health outcomes of various groups, and specifically highlight data relating to health disparities.

Measures: Have monthly health programs which highlight public health issues. Hold monthly diversity council meetings to discuss issues, develop action plans and evaluate our progress.

Goal #2: Strengthen efforts to retain and recruit a diverse workforce in order to better serve the public health needs of the Commonwealth.

Strategy: Review programs, policies, and initiatives as they relate to diversity management. Assist in the creation of a work environment that reflects the mosaic of the communities we serve. Develop collaborative partnerships with community organizations that work on issues related to diversity and health equity

Measure: Increase the diversity within the senior management from the current 11.8% to 15.0% by fiscal year 2009. Recruit from within the organization, and outreach to protected group members within the community. Actively participate in diversity career fairs, community and networking sessions, partnering with other state agencies to identify and attract diverse candidates for employment opportunities.

Goal #3: Implement the Governor's new Executive Order 478 relating to Diversity training for all agency staff.

Strategy: Work with EHS/CSD and HRD training unit to coordinate staff training on diversity awareness, sexual harassment, FMLA, alternative work options and domestic violence. And other public health related training.

Measures: Provide Diversity training to DPH staff, complete diversity training by June 2009, and ensure all DPH managers are familiar with the DPH Diversity Plan.

In accordance with Executive Order 478, *Section 10 Mandatory Diversity Training*, I have reviewed the status of my staff, including myself, all managers, supervisors and employees with regards to diversity awareness training. To date (since 2001) we have trained over 140 managers and supervisors (75%) of our managers and 2500 (80%) of DPH employees on the Commonwealth's Diversity Curriculum.

Our training plan for FY' 2008 and FY'2009 is to train those managers and supervisors and employees who have not attended the Commonwealth's basic diversity awareness training.

The above goals will be communicated to the Diversity Officer, Human Resources Director and Senior Managers within one week of approval of this plan by HRD. We agree in principal to work together to achieve the goals of the agency.

The above goals will be communicated to all my agencies managers and addressed in their FY2008 ACES forms within one month of approval of this plan by HRD.

The above goals will be communicated (via circulation or posting of the goals or through an all staff meeting) to each agency employee.

To facilitate the attainment of diversity, I have reviewed and ensured the implementation of the following policies within my agency:

- Executive Order 478 on Affirmative Action, Equal Employment Opportunity and Diversity.
- Family Friendly policies and benefits as issued by HRD, through the Red Book and collective bargaining contracts.
- Alternative Work Options as issued by HRD on January 27, 2000 and August 1, 2000 and related materials as updated in May 2007.
- Executive Order 390 on Minority and Women's Business Enterprise Procurements issued on August 6, 1996.
- The Commonwealth's Domestic Violence Policy issued by HRD on October 6, 1997, updated on April 21, 2005 and related training.
- The Commonwealth's Sexual Harassment Policy issued by HRD on July 23, 1997, updated on April 21, 2005 and related training.

Submitted by:

Signature of Agency Head

9/10/2007
Date

Approved by:

Dean K. Denniston, Jr.
Signature of Diversity Officer/Director

9/10/2007
Date

JudyAnn Bigby, M.D.
Signature of Cabinet Secretary/Division Director

9/10/2007
Date

Sandra E. Borders
Signature of Chief Human Resources Officer/or designee

9/18/2007
Date